

## HUMAN DEVELOPMENT PROGRAM RTP DOCUMENT

Approved January 31, 2000

**MISSION:** The mission of the Human Development Program is to provide a broad-based interdisciplinary education in lifespan development in a program where academic knowledge is integrated with community experience. The faculty bring current theories and knowledge to the classroom and create opportunities for students to participate in active and ongoing scholarship. The faculty provide instruction to prepare students for careers, for graduate study and offer general education courses for breadth of knowledge and to develop students skills in such areas as critical thinking, oral and written communication, research methods and data analysis, diversity, and interpersonal relations. The faculty engage in thoughtful deliberate efforts to advance knowledge in their discipline(s) and to produce continuous improvement in their teaching effectiveness. The faculty play an important role in interdisciplinary dialog, research, and teaching in the social science area in the college. Faculty engages in professional service to advance the aims of the discipline, program, college, and university.

### COMMITTEE FORMATION

The Human Development RTP Committees consist of three-member committees that may have overlapping members. The committee considering promotion to professor and retention or tenure of associate professors and professors shall be restricted to tenured faculty with the rank of professor. The committee considering retention, tenure, or promotion of assistant professors shall be restricted to tenured faculty with the rank of at least associate professor who are themselves not being considered in the RTP process? The three-person committees shall include at least one member from Human Development plus additional members, as needed, chosen from related disciplines. If insufficient numbers of faculty are elected from the Human Development Program, the faculty shall provide the College RTP Committee with a list of potential members from related disciplines. The College RTP Committee shall nominate additional members from related disciplines, and the Program shall elect sufficient numbers in accordance with this paragraph. In the case of joint appointments, the committee shall consist of members selected from among the peer review committees of the departments within which the candidate holds a joint appointment. As closely as possible, each department shall be represented on the committee in equal proportion to the proportion of the appointee's position assigned to each academic unit.

## CRITERIA AND EVALUATION

**INSTRUCTION AND SERVICE:** The Program defers to the University and College of Liberal Arts documents in the categories Instruction and Professional Service except in the area of classroom visitations. Because we in the Human Development Program question the reliability, validity, and value of classroom visits as a peer review technique for assessing teaching effectiveness in the RTP process, these visits are optional at the request of the candidate.

### SCHOLARLY ACTIVITIES

1. Essential Criteria- Faculty are expected to remain engaged in an ongoing program of scholarship that demonstrates intellectual and professional growth over time. All faculty are expected to produce scholarly achievements which contribute to the knowledge of the discipline, which are disseminated to appropriate audiences, receiving favorable review from professional peers prior to or subsequent to dissemination. Peer-reviewed articles in professional journals, chapters in edited volumes, scholarly books, and monographs are the acceptable kinds of scholarly activities for meeting the essential criteria.
2. Enhancing Criteria- Faculty may enhance their scholarly achievement with substantial records of peer reviewed professional activities and products. Such activities may include books, chapters in edited volumes, articles in professional journals, scholarly presentations, and software. Editorial assignments with recognized professional publications, appointments to selection panels for grants, fellowships, contracts, awards, and conference panels also are enhancing.